

## **Restrictions under 16**

- Teenagers under 16 years of age: **MAY NOT** work in or around any manufacturing or mechanical business, factory, workshop, mill or construction site.

Again, these are only a few of the restricted jobs for teenagers under 18 years of age.

## **Jobs you can do at your age**

- 16 or 17 year olds: You are allowed to work in or about many manufacturing or mechanical businesses, around warehouses, construction, utilities or at laundries. You may also work at radio and TV stations, in restaurants, or around farms.

- 14 or 15 year olds: You may work in fast food restaurants, grocery stores, radio and TV stations, gasoline stations, retail stores, and you may deliver newspapers or do modeling or office and clerical work.

## **Whom to call for answers**

Hours of work or types of work:

**ALABAMA CHILD LABOR  
OFFICE**

**Montgomery: 334-242-3460**

Your rate of pay, hours of work or types of work:

**FEDERAL WAGE AND HOUR  
OFFICE**

**Birmingham: 205-731-0666**

**Montgomery: 334-223-7641**

**State of Alabama  
Department of Labor  
Child Labor Agency**

working  
smart ...

...a guide  
for  
teens

## Alabama Child Labor Agency

The Alabama Child Labor Agency is here for your protection. One of the ways the Agency protects you is through the use of work permits. The Agency and the U.S. Department of Labor requires employers to have permits for any employee under age 18.

If you are 14, 15, 16, or 17 years of age, for your protection and to safeguard your job, make sure you obtain a permit and take that permit to your employer.

Even if you work for your parents or other members of your family, you must have a work permit.

### Work permits are easy to get

Most high schools and many private schools issue work permits. Your county or city board of education can issue your permit all year long.

- Pick up a work permit application from your school's office or counselor.
- Get a promise of a job from an employer.
- Take the completed work permit application and your birth certificate to a school official who issues work permits.
- After the permit is issued, take that original permit to your employer.

### WARNING:

Your permit may not be issued if you are 14 or 15 years of age and your school grades are not satisfactory.

Also, your work permit may be revoke if it was issued incorrectly or if the job you are doing is not permitted by the state law.

## Hours you may not work

If you are a 16-, 17-, or 18-year-old and you are enrolled in school, your work hours are restricted during the school term. You may not work before 5 a.m. or after 10 p.m. on any night before a school day.

### *Exception to this rule:*

- Your superintendent or headmaster of a private school may exempt you from the 10 p.m. restriction.

## If you are 14 or 15 years old

*During the school term (Sept.-May):*

- You may work three hours after school.
- You may work eight hours on a non-school day.
- You may not work more than 18 hours a week.
- You may not work before 7 a.m. or after 7 p.m. on any day of the week.

*During June, July and August:*

- You may work eight hours a day.
- You may work 40 hours a week.
- You may work six days a week.
- You may not work before 7 a.m. or after 9 p.m. on any day of the week.

## Working in a restaurant

You must be 14 years of age to work in any type restaurant. **However**, if the restaurant serves any alcoholic beverages, you must be at least 16 years of age. If you are 16 or 17 years of age you may work as a busboy, janitor, dishwasher, cook, also as a hostess or seater.

- If you are 18 years of age, you are restricted only from serving alcoholic beverages.

- Exception: If your parent is the owner or manager, you may work in the restaurant at 14 years of age.

## Prohibited occupations

The State of Alabama and the federal government provide protection for working teenagers. There are many jobs and places of employment where you may not work if you are under 18 years of age. These restrictions are to help prevent injury to you or your co-workers and can prevent the loss of your life.

### A few examples of prohibited jobs:

- *Teenagers under 18 years of age:*  
**MAY NOT** work with explosives or radioactive materials; operate certain power-driven wood, metal or paper working machinery, circular or band saws, guillotine shears, meat-processing, bakery and hoisting equipment; work in logging or sawmilling occupations; work in any type mining operation, manufacturing of brick, tile or kindred products; work in wrecking, demolition or ship-breaking occupations; work in roofing occupations or work in excavations; or driving automobiles.

There are some exceptions to these restrictions; please contact the Wage and Hour office or Child Labor office for these exceptions.